

Exit Interview Summary for Caitlyn Paley



Role Tech Comm **TL** Dana Apfel
Team Inp Clin
Start Date 3/5/2012 **End Date** 2/15/2013

Interviewer: Meagan Ledlow

Grade at Hire none
Last Ranking BC
TL/GL/Carl/Judy Rehire TL-(Dana Apfel) yes/GL-(Nikki Muenchow) yes/Carl-doesn't know/Judy-doesn't know

Why is this person leaving (from TL perspective)?

She is moving to Korea to teach English with her boyfriend. Technically she doesn't have the job lined up yet, but apparently you can get one in about a week once you have all your visa stuff in order.

Was this person a good fit?: B (this was a good fit)

Situation leading to departure: No advance hint that he/she was considering leaving

Could we have saved? No

Issues of Note

Reason for Leaving

Caitlyn is leaving because she and her boyfriend will be teaching English in Korea. After looking for a job for nearly a year, he wasn't able to find anything in Madison. When he got the job in Korea, she wanted to go with him, so she also applied and was accepted to teach there.

Additionally, she was comfortable with her current workload, but felt that to have a growth path here, she would eventually have to work much more and much longer. That wasn't something she was comfortable with when she looked to the future.

New Salary-higher/lower/same Lower

If higher, how much?

Exit Interview Summary for Caitlyn Paley

Likes Caitlyn likes the people a lot. She liked technical writing. She also truly loved her TL.

Dislikes Caitlyn had some issues during the recruiting process that she shared. She had to take the writing test remotely after her interview which really slowed things down and was a bad experience. Additionally, she wanted to be a training writer and told her recruiter that but was staffed instead as a support writer. Lastly, she almost didn't take the test because she saw glassdoor. She thinks we need to really take steps to reconcile that because it didn't match up at all with what she found to be true here at Epic.

General Comments:

-4	-3	-2	-1	0	1	2	3	4
Bored to tears	Bored - not challenged	Feeling under-utilized	Could use a little more work	Nice balance	Busy - Always important things to do	Work hard to keep up - Feel overworked	Way behind - Getting overwhelmed	Desperate

Busy-ness/Pain Scale Score 2.5

Recollection of Hours Worked 45 **Average from TLG** 43

TL Feedback	Length	Rank	Recommend	Tone of Feedback
Dana Apfel	6 mos - 1 y	8.00	Yes	Positive
Dana was a great TL. Interested in her likes, found great matches for her in her work, really invested in her success.				

Best TLs **Comments**
None

Stand Out Employees **Comments**
Emily Heninger Incredible mentor who stepped in and helped answer questions.

Employees to Worry About **Comments**
None

Departure Category

Primary

Hours

While she was okay with her current workload, to grow she felt that she would have to work much harder and longer hours and that wasn't something she was okay with. With that in mind, she didn't see a viable growth path for herself.

Primary

Partner's Job

Her boyfriend was not able to find a job in the Madison area, so they had to look elsewhere.